

DEPARTMENT OF DEFENSE  
PUBLICATION SYSTEM  
CHANGE TRANSMITTAL

OFFICE OF THE SECRETARY OF DEFENSE  
(FORCE MANAGEMENT AND PERSONNEL)

CHANGE NO. 1  
DoD 1400.34-M  
September 7, 1990

DOD CIVILIAN INTELLIGENCE PERSONNEL  
MANAGEMENT SYSTEM (CIPMS) POLICIES

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The Assistant Secretary of Defense (Force Management and Personnel) has authorized the following pen and page changes to DoD 1400.34-M, "DoD Civilian Intelligence Personnel Management System (CIPMS) Policies," August 1989:

PEN CHANGES

Page 5-1, section C., line 1. Change "subsection E.6" to "subsection E.5."

Page B-1, subsection B.5. Change to read as follows: "Factor E - Complexity of Work Supervised - Grade level of highest nonsupervisory work both technically and administratively supervised."

Page B-2, subparagraph C.4.b.(1). Change "(GS-2 through GS-4)" to "(GS-1 through GS-4)"

PAGE CHANGES

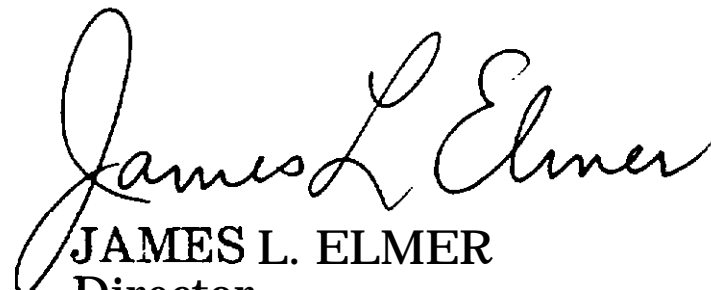
Remove: Pages B-19&B-20

Insert: Attached replacement pages

Page B-19 has been changed in its entirety.

EFFECTIVE DATE

The above changes are effective immediately.

  
JAMES L. ELMER  
Director  
Correspondence and Directives

Attachments: 2 pages

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WHEN PRESCRIBED ACTION HAS BEEN TAKEN, THIS TRANSMITTAL SHOULD BE FILED WITH THE BASIC DOCUMENT

E. FACTOR E - COMPLEXITY OF WORK SUPERVISED: This factor measures the nature, level, and difficulty of the nonsupervisory work being supervised or managed. The level selected for this factor should represent the highest full performance level of nonsupervisory work found in the subordinate work unit.

<u>POINTS</u>	<u>GRADE LEVELS(S)</u>
<b>35</b>	GS-1 through GS-4
40	GS-5 and GS-6
45	GS-7 and GS-8
50	GS-9 and GS-10
55	GS-11
60	GS-12
65	GS-13
70	GS-14
75	GS-15
80	Over GS-15

#First amendment (Ch 1, 9/7/90)

GRADE CONVERSION TABLE - SUPERVISORY POSITIONS

<u>TOTAL POINTS</u>	<u>GS - GRADE</u>
100 - 119	GS - 05
120 - 139	GS - 06
140 - 164	GS - 07
165 - 184	GS - 08
185 - 204	GS - 09
205 - 227	GS - 10
228 - 249	GS - 11
250 - 289	GS - 12
290 - 344	GS - 13
345 - 394	GS - 14
395 - 444	GS - 15
445 - 494	GS - 16
495 - 544	GS - 17
545 - 600	GS - 18